

All Saints' Episcopal Church
May 17, 2023 – Saint Barbara

Vestry Present

Perry Pauley, Rector
Tim Hyland, Senior Warden
Kevin Lentz, Junior Warden
Travys Harvey, Parish Chancellor
William Evans
Irene Tseng
Anjali Abraham
Brandi Haskins
Joyce Moderow
Shauna Yoder
Judith Allen
Jill Eden
Lucy Guernsey

Absent

Tim Daley, Clerk
Jeff Elish, Treasurer
Nancy Cotton

Staff and Guests

Dr. Emma Whitman

CALL TO ORDER

Fr. Pauley called the meeting to order at 6:02 pm.

Fr. Pauley led the Vestry in prayer - Devotional - Prayer for Rogation Day.

INFORMATION

Day School Report: Dr. Emma Whitman

- Dr. Whitman provided the Vestry with an end of school report on the Day School. She stated:
- Her priorities for the the year were Constellations and Commitments. It was directed at making the faculty and parents feel more connected to the Day School.
- The Day School is still in a period of transition:
 - a. It completed and closed the \$14,000,000 capital campaign. This is the largest capital campaign in its history.
 - b. It opened the Christopher Milisci building this academic year
 - c. The second phase of construction on the Outdoor Learning Commons is in process and anticipated to finish in June 2023.
- The Day School was included in the selection process for ASEC new Rector. The Day School community is very happy with the selection of Fr. Perry Pauley as the new Rector. Fr. Pauley and Dr. Whitman have already established a great working relationship.
- The Day School went through its accreditation process during this year. It is accredited by ISAS and the Southwest Association of Episcopal Schools. It did a year long study, with 128 committees, resulting in a report of over 150 pages. There was a visitation by a 17 member accreditation committee in March 2023 who gave several commendations to

the Day School. The accreditation committee issued a final report which will help guide the Day School as groundwork for its next strategic plan.

- The Day School started the year with 530 students which is the highest ever and basically maximum enrollment. It plans to have about 520 students for next year.
- The Day School is planning to enhance its creative arts curriculum and have each student develop an personal emphasis on a certain area chosen by them.
 - a. The Day School has hired a drama teacher as part of this increased emphasis on creative arts.
 - b. There has been normal turnover in other areas and new math, social studies and other personnel will be starting in the fall.
- The Day School's Finance Committee is looking at ways to build an endowment. They are starting with funds for scholarships and indexed tuition.
- 95% of the graduating eighth grade students were accepted into their first choice of high school.
- May 25, 2023 is graduation and the Vestry is invited to participate.
- Summer will bring summer school and faculty professional development.
- Dr. Whitman thanked Chancellor Travys Harvey for all her assistance, as well as the members of the Building and Grounds Committee.
- Dr. Whitman closed with pictures of recent Day School events such as CrossWorlds, and the Naturalization Ceremony. There were also pictures of the current construction on the Outdoor Learning Commons.

Rector Report: Father Perry Pauley

- Fr. Perry reported it is a busy season at the church. The biggest changes at the moment relate to staffing. We have narrowed to 2 finalists for the financial assistant position. We hope to have new person on board shortly.
- We have advertised for new Director of Music. Craig came out of retirement to assist us and to maintain consistency and confidence in the music program. We have someone coming in next month for an interview and will hope to have someone soon. There is a hiring committee who will meet with candidates and assist Fr. Perry in the process.
- We will also be advertising for a new Chaplain/Associate Priest. The initial plan is for the person to serve 60% as Chaplain and 40% as Church Associate Priest. We hope to have the Associate Priest in place by the fall.
- We are also looking at staff realignment to be more efficient and to emphasize the strengths of the individual staff members.
- We have baptisms coming up on Memorial Day weekend and the next week.
- Fr. Perry will take a few vacation days in June and is doing a workshop in Baltimore in July.

Senior Warden Report: Mr. Tim Hyland

- Mr. Hyland thanked the Vestry for meeting with the Bishop last Sunday after the service.
- Mr. Hyland reported:
 - a. The new Close Committee has started meeting.
 - b. We are seeking people for the new Committee to explore alternative income sources for the parish. So far we have two volunteers.
 - c. We are seeking suggestions for members to fill positions on the Investment Advisory Committee.
 - d. The church has sent its 2022 parochial report to the Diocese.
- Based on recent numbers, the average Sunday attendance is increasing.
- Mr. Hyland asked the Vestry to start looking to identify and recruit potential candidates for Vestry and Diocesan Convention Delegates over the summer.
- The Church is looking at finalizing a new Cyber Insurance policy and it appears the policy will be significantly less expensive than the current policy.

Junior Warden Report: Mr. Kevin Lentz

- Mr. Lentz stated that people have been giving good feedback. They like the Rector calling and they are feeling good about current actions and decisions.
- The roof damage was now determined to be under warranty, and the roofing company has been to the campus to fix the roof. However, they left following the repairs without a final inspection. We are working to get them back out for an inspection.
- Database clean up is ongoing and Chesirae has taken lead.
- We are looking at natural barriers around Memorial Garden We are working with a landscape designer on this effort.

Chancellor Report: Ms. Travys Harvey

- Ms. Harvey – no report.

Treasurer Report: Mr. Jeff Elish

- No Report from Jeff. He is at his son's graduation.
- Cheryl Hamati is helping us with our bookkeeping. We now have preliminary financial reports for January and February that are being reviewed. We hope to update the reports and have something for the Vestry to review for the first quarter by the next meeting.
- Fr. Perry and Tim Hyland met with Stacy Gibson to discuss the 2023 budget construction. Stacy explained past financial reporting on the budget and cash flow statement.
- We need to continue remind the congregation of budget issues.
- Exploring creative revenue sources – staff is looking at this issue. We are in the process of forming a parish committee for the exploration of alternative revenue sources.

Day School Report: Ms. Irene Tseng

- Ms. Tseng: No further report in addition to Dr. Whitman's report.

DISCUSSION

Old Business

1. Stewardship Committee and Planning
 - Look at different financial revenue streams for the future
 - a. Staff is looking at this issue
 - b. We have 2 people for new committee and will be seeking more parishioners.
2. Stewardship Committee will form and begin work in the summer
 - We are beginning the process with an open mind on campaign and income sources
 - People respond better when they know where the money is going and what the church needs to operate successfully.
 - We need to find ways to emphasize pledging and donations during the whole year and maybe encourage people to update their pledges for specific items/programs.
 - We need to find ways to reach people who consider All Saints' their church home but do not come on Sundays anymore. How to get them to pledge and/or contribute as they are able.
3. Grounds/Maintenance Projects Outstanding:
 - See discussion on roof in Junior Warden Report.
 - We have an estimate of the cost of the new boiler. However, we are still getting a second bid on the boiler options for good financial practice.
4. Vestry Retreat Follow Up:
 - The Vestry felt Ken Mosesian did a good job at the retreat and asked tough questions and caused us to think.
 - We want to invite parishioners to give input on how they feel with regard to the past and moving forward.
 - Summer of Listening – what gives us hope and for what are we building?.
 - Irene Tseng and others have put together a list of ministry leaders. We will provide this list to the Vestry. Vestry might convene ministry leaders for discussion.

- August dinners to solicit input and fellowship. If it goes well, maybe continue into the fall.

New Business

5. Vestry Forum Planning:
 - Seek input from parishioners on what they want to see moving forward
 - Would like to determine if closure on past COVID, Rector Search
6. Marian Garden Renovations:
 - The group is well informed about issues and groups with whom to meet, such as Buildings and Grounds. They are seeking financial contributions and volunteers. People are offering to assist.
 - The timeline for the project is feasible. They know it is a long term project.
 - They are exploring planting seasons and appropriate timing. They have a landscape designer.
7. Day School Graduation Updates and Reminders:
 - See Dr. Whitman's report above.
8. All Saints' Weekend
 - 70th Anniversary of parish/ 75 anniversary of mission
 - Installation of Fr. Perry
 - Day School Sunday
 - Dedication of Learning Commons
 - ASEDS Alumni Weekend

DECISION

1. Motion to approve the minutes of the March 15, 2023 Vestry meeting as amended:

Motion: Tryvs Harvey
Second: Lucy Guernsey
APPROVED Unanimously

EXECUTIVE SESSION – None

ADJOURNMENT

Father Pauley led closing prayers. The meeting was adjourned at 7:35 pm.

Respectfully submitted,

Tim Hyland
Senior Warden acting as Clerk of the Vestry